RESOLUTION NO. 12-21

ADOPTION OF THE JOINT GWRC/FAMPO TITLE VI NONDISCRIMINATION PLAN

WHEREAS, the George Washington Regional Commission (GWRC) acts as the fiscal and staffing agent for the Fredericksburg Area Metropolitan Planning Organization, and

WHEREAS, the Fredericksburg Area Metropolitan Planning Organization (FAMPO) has the responsibilities under the provisions of the Federal Aid Highway Act of 1962 and the Urban Mass Transportation Act of 1964, as amended, for developing and carrying out a comprehensive, continuing and coordinated transportation planning process in the Fredericksburg Urbanized Area, and

WHEREAS, Title VI of the 1964 Civil Rights Act “declares it to be the policy of the United States that discrimination on the ground of race, color, or national origin shall not occur in connection with programs and activities receiving federal financial assistance and authorizes and directs the appropriate federal departments and agencies to take action to carry out this policy.”; and

WHEREAS, as sub recipients of federal funds, the GWRC and FAMPO must fully comply with all aspects of Title VI, and

WHEREAS, FAMPO underwent a Federal Certification Review in 2010 and there were several recommendations and corrective actions issued by the Federal Team, and

WHEREAS, during the Federal Certification Review one of the Corrective Actions required FAMPO to develop a Title VI Nondiscrimination Plan, and

WHEREAS, a 30 day public comment period as well as a public hearing have been held.

NOW THEREFORE BE IT RESOLVED by the George Washington Regional Commission that the Joint GWRC and FAMPO Title VI Nondiscrimination Plan is hereby adopted.

Adopted by the George Washington Regional Commission at its duly called meeting of May 21, 2012 in the City of Fredericksburg, Virginia, a quorum being present.

[Signature]

Joseph W. Grzeika Secretary

May 21, 2012
TITLE VI NONDISCRIMINATION PLAN

Adopted: May 21, 2012
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INTRODUCTION

This document will serve as the Title VI Nondiscrimination Plan for the George Washington Regional Commission and the Fredericksburg Area Metropolitan Planning Organization.

Title VI of the Civil Rights Act of 1964 prohibits federal agencies and sub-recipients of federal funds from discriminating on the basis of race, color or national origin, against participants or clients of programs that receive Federal funding. Succeeding laws and Presidential Executive Orders added sex, age, income status and disability to the criteria for which discrimination is prohibited. This plan addresses prohibition of discrimination as mandated by Title VI as well as by the authorities listed in the following section.

In addition to nondiscrimination, this plan provides information regarding two Presidential Executive Orders concerning fairness and inclusiveness. Executive Order 12898 mandates that federal agencies address equity and fairness or Environmental Justice toward low-income and minority populations. Executive Order 13166 mandates that federal agencies ensure that people who have limited English Proficiency (LEP) have meaningful access to federally-conducted and/or funded programs and activities.

Detailed Environmental Justice procedures and outreach strategies for minority, low-income and LEP populations to comply with Executive Orders 1298 and 13166 are currently under development and will ultimately be included in the GWRC Public Participation Plan.

GEORGE WASHINGTON REGIONAL COMMISSION

The George Washington Regional Commission (GWRC) is the planning district Commission for Virginia Planning District 16. The GWRC was created in 1961 as a result of Virginia’s Regional Cooperation Act. The purpose of Planning District Commissions, as set out in the Code of Virginia, Section 15.2-4207, is "...to encourage and facilitate local government cooperation and state-local cooperation in addressing on a regional basis problems of greater than local significance. The cooperation resulting from this chapter is intended to facilitate the recognition and analysis of regional opportunities and take account of regional influences in planning and implementing public policies and services.

The role of the GWRC is to assist its five member localities with regional issues such as growth, the environment, transportation and housing. Other roles of the Commission include grant application assistance, management services for program implementation, land use planning services, GIS mapping and collecting/maintaining demographic and socioeconomic data for the region.
Planning District 16’s member jurisdictions include the City of Fredericksburg as well as the counties of Caroline, King George, Spotsylvania and Stafford. The George Washington Region, with a population of more than 320,000, is the fastest-growing region in Virginia and the fourth most populous of the Commonwealth’s 21 planning districts.

**Fredericksburg Area Metropolitan Planning Organization**

The Federal-Aid Highway Act of 1962 created the federal requirement for urban transportation planning. The Act required, as a condition attached to federal transportation financial assistance, that transportation projects in urbanized areas of 50,000 or more in population be based on a continuing, comprehensive, urban transportation planning process undertaken cooperatively by the states and local governments. The Fredericksburg Area Metropolitan Planning Organization (FAMPO), created in 1992 as a result of the Fredericksburg, Virginia Urbanized Area’s population surpassing 50,000, is the metropolitan planning organization for the Fredericksburg Region. FAMPO serves the City of Fredericksburg, Spotsylvania County and Stafford County.

FAMPO’s mission is to provide a cooperative, continuous and comprehensive (“3C”) transportation planning process to build regional agreement on transportation investments that balance roadway, public transit, bicycle, pedestrian, and other transportation needs and support regional land use, economic, and environmental goals for the safe and efficient movement of people and goods. Special emphasis is placed on providing equal access to a variety of transportation choices and effective public involvement in the transportation planning process.

FAMPO develops plans and programs that the federal government must approve in order for federal-aid transportation funds to flow to the Fredericksburg Region. In particular, federal law and regulations relating to the work of MPOs require the FAMPO to adopt a Fiscally Constrained Long-Range Transportation Plan (CLRTP) and a short-term, four-year, Transportation Improvement Program (TIP). FAMPO must also ensure compliance with other federal laws and requirements, including federal air quality conformity requirements and planning factors specified in SAFETEA-LU. FAMPO conducts an extensive public involvement process, and provides a 30-day public comment period before taking action on plans and programs.

**GWRC/FAMPO Relationship**

The GWRC serves as the administrative and financial agent for the Fredericksburg Area Metropolitan Planning Organization (FAMPO) under an agreement with the Virginia Department of Transportation (VDOT). Although the FAMPO is an independent body, its staff is provided by the GWRC. FAMPO administers a Unified Planning Work Program (UPWP) in accordance with the requirements of the Safe, Accountable, Flexible and Efficient Transportation Equity Act: A Legacy for Users (SAFETEA-LU) (Pub.L. 109-59).
TITLE VI AND OTHER NONDISCRIMINATION AUTHORITIES

Title VI “declares it to be the policy of the United States that discrimination on the ground of race, color, or national origin shall not occur in connection with programs and activities receiving federal financial assistance and authorizes and directs the appropriate federal departments and agencies to take action to carry out this policy.” Any organization that receives Federal funds is bound to comply with Title VI.

Since the Civil Rights Act of 1964, other nondiscrimination laws have been enacted to expand the range and scope of Title VI coverage and applicability:

THE UNIFORM RELOCATION ASSISTANCE AND REAL PROPERTY ACQUISITION POLICIES ACT OF 1970 prohibits unfair and inequitable treatment of persons displaced or whose property will be acquired as a result of federal and federal-aid programs and projects.

THE FEDERAL AID HIGHWAY ACT OF 1973 states that no person shall, on the grounds of sex be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal assistance under this title or carried on under this title.

SECTION 504 OF THE REHABILITATION ACT OF 1973 states that no qualified disabled person shall, solely by reason of his disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity that receives or benefits from federal financial assistance. This Act protects qualified individuals from discrimination based on their disability.

THE AGE DISCRIMINATION ACT OF 1975 states that no person shall, on the basis of age, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance. This act prohibits age discrimination in Federally Assisted Programs.

THE CIVIL RIGHTS RESTORATION ACT OF 1987, P.L.100-209 amends Title VI of the 1964 Civil Rights Act to make it clear that discrimination is prohibited throughout an entire agency if any part of the agency receives federal assistance.
**The American Disabilities Act (ADA) of 1990** prohibits discrimination against people with disabilities in employment, transportation, public accommodation, communications, and governmental activities.


**49 CFR Part 21** – Nondiscrimination in Federally-Assisted Programs.

**23 CFR Part 450** – Federal Highway Administration planning regulations.


In addition to the laws listed above, two executive orders must be taken into account when ensuring compliance with federal nondiscrimination laws, directives, and mandates:

**Executive Order 12898** – Environmental Justice (February 11, 1994), a presidential mandate to address equity and fairness toward low-income and minority persons/population. Executive Order 12898 organized and explained the federal government’s commitment to promote Environmental Justice. Each federal agency was directed to review its procedures and make environmental justice part of its mission. U.S. DOT Order 5610.2 (April 15, 1997) expanded upon Executive Order 12898 requirements and describes process for incorporating Environmental Justice principles into DOT programs, policies, and activities. FHWA Order 6640.23 (December 2, 1998) – FHWA Actions to Address Environmental Justice in Minority Populations and Low-Income Populations.

**Executive Order 13166** – Limited English Proficiency (August 11, 2000), a presidential directive to federal agencies to ensure people who have limited English proficiency have meaningful access to services. Executive Order 13166 ensures federal agencies and their recipients to improve access for persons with Limited English Proficiency to federally-conducted and federally assisted programs and activities.
ENVIRONMENTAL JUSTICE

On February 11, 1994, President William J. Clinton signed Executive Order 12898: Federal Actions to: Address Environmental Justice in Minority Populations and Low-Income Populations, which directs federal agencies to develop strategies to help them identify and address disproportionately high and adverse human health or environmental effects of their programs, policies, and activities on minority and low-income populations. Executive Order 12898 was also intended to provide minority and low-income communities with access to public information and opportunities for public participation in matters relating to human health or the environment.

Adverse effects as described in Executive Order 12898 is the totality of significant individual or cumulative human health or environmental effects, including interrelated social and economic effects, which may include, but are not limited to:

1) Bodily impairment, infirmity, illness or death.

2) Air, noise, and water pollution and soil contamination.

3) Destruction or disruption of:
   - man-made or natural resources
   - aesthetic values
   - community cohesion or a community's economic vitality
   - the availability of public and private facilities and services

4) Adverse employment effects.

5) Displacement of persons, businesses, farms, or non-profit organizations.

6) Increased traffic congestion, isolation, exclusion or separation of minority or low-income individuals within a given community or from the broader community.

7) Denial of, reduction in, or significant delay in the receipt of benefits of GWRC/FAMPO programs, policies, or activities.
Environmental Justice joins social and environmental movements by addressing the unequal environmental burden often borne by minority and low-income populations. The right to a safe, healthy, productive, and sustainable environment for all, where "environment" is considered in its totality to include the ecological (biological), physical (natural and built), social, political, aesthetic, and economic environments.

Environmental Justice helps to ensure that programs, policies, and activities that have adverse effects on communities do not affect minority and low-income populations disproportionately. To prevent discrimination as described in Executive Order 12898, the Federal Highway Administration Order 6640.23 Order to Address Environmental Justice in Minority Populations and Low-Income Populations dated December 2, 1998 defines minority and low-income individuals and populations as follows:

Minority — a person who is Black, Hispanic, American Indian and Alaskan Native or Asian American:

- **Black** — a person having origins in any of the black racial groups of Africa.
- **Hispanic** — a person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
- **American Indian and Alaskan Native** — a person having origins in any of the original people of North America and who maintains cultural identification through tribal affiliation or community recognition.
- **Asian American** — a person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific islands.

Minority Population — any readily identifiable groups of minority persons who live in geographic proximity, and if circumstances warrant, geographically dispersed/transient persons (such as migrant workers or Native Americans) who will be similarly affected by a proposed program, policy or activity.

Low-Income — a person whose household income is at or below the United States Department of Health and Human Services poverty guidelines.
**Low-Income Population** — any readily identifiable group of low-income persons who live in geographic proximity, and, if circumstances warrant, geographically dispersed/transient persons (such as migrant workers or Native Americans) who would be similarly affected by a proposed program, policy or activity.

Environmental Justice Provisions are incorporated through all phases of the transportation planning and programming process.
LIMITED ENGLISH PROFICIENCY

On August 11, 2000, President William J. Clinton signed Executive Order 13166: Improving Access to Services for Persons with Limited English Proficiency. The Executive Order requires federal agencies to examine the services they provide, identify any need for services to those with limited English proficiency (LEP), and develop and implement a system to provide those services so LEP persons can have meaningful access to them. The Executive Order also requires that federal agencies work to ensure that recipients of federal financial assistance provide meaningful access to their LEP applicants and beneficiaries.

Individuals who do not speak English as their primary language and who have a limited ability to read, speak, write or understand English can be limited English proficient, or “LEP.” For an LEP individual, language can present a barrier to accessing benefits and services, understanding and exercising important rights, complying with applicable responsibilities, or understanding other information provided by federally funded programs and activities. These individuals may be entitled to language assistance at no cost to them with respect to a particular type of service, benefit, or encounter.

The United States Department of Transportation guidelines require that recipients of federal financial assistance provide “meaningful access to programs and activities” by giving LEP persons adequate and understandable information and allowing them to participate in programs and activities, where appropriate. Recipients of federal funds must take reasonable steps to remove barriers for LEP individuals. While designed to be a flexible and fact-dependent standard, the starting point is an individualized assessment that balances the following four factors:

1) Demographics: number and/or proportion of LEP persons served and languages spoken in service area.

2) Frequency: rate of contact with service or program.

3) Importance: nature and importance of program/service to people’s lives.

4) Resources: available resources, including language assistance services.

The FAMPO Public Participation Plan includes LEP guidelines that outline outreach strategies for LEP populations during the development and implementation of all FAMPO programs and planning efforts.
POLICY STATEMENT AND ASSURANCES

POLICY STATEMENT

As sub-recipients of Federal funds, the GWRC and FAMPO are committed to assuring that no person shall, on the grounds of race, color, national origin, or sex, as provided by Title VI of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987 (PL 100.259), be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination under any program or activity. The GWRC and FAMPO further assure that every effort will be made to ensure nondiscrimination in all of their programs and activities whether those programs and activities are federally funded or not. In the event that the GWRC or FAMPO distribute federal-aid funds to another governmental entity, Title VI language will be included in all written agreements and will be monitored for compliance. The GWRC Title VI Coordinator is responsible for initiating and monitoring Title VI activities, overseeing the preparation of required reports and overseeing other GWRC responsibilities as required by Title 23 Code of Federal Regulations (CFR) part 200 and Title 49 CFR Part 21.

The GWRC Executive Director is responsible for ensuring implementation of the organization’s Nondiscrimination Plan. The Title VI Coordinator, under supervision of the Executive Director, is responsible for coordinating the overall administration of the Nondiscrimination Plan and assurances. The authorities that provide guidance on Title VI and related nondiscrimination laws, regulations, and executive orders can be found in the “Title VI and Other Nondiscrimination Authorities” section of this document.

This plan was developed to document the efforts the GWRC and FAMPO undertake on a continual basis to ensure compliance with Title VI and related statutes regarding nondiscrimination and Environmental Justice. Refer to Appendix V for the signed Policy Statement and Assurances.

TITLE VI ASSURANCES

The George Washington Regional Commission ("Recipient"), HEREBY AGREES THAT as a condition to receiving any federal financial assistance, it will comply with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 USC 2000d, et seq. ("Act"), and all requirements imposed by or pursuant to Title 49, Code of Federal Regulations and other pertinent directives, to the end that in accordance with the Act, Regulations, and other pertinent directives, no person in the United States shall, on the grounds of race, color, sex, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the Recipient receives federal financial assistance, and HEREBY GIVES ASSURANCE THAT it will promptly take any measures necessary to effectuate this agreement.
Title VI Nondiscrimination Plan

More specifically and without limiting the above general assurance, the Recipient hereby gives the following specific assurances regarding its federal aid assisted programs:

1) That the Recipient agrees that each “program” and each “facility”, as defined in the Regulations, will be (with regard to a “program”) conducted or will be (with regard to a “facility”) operated in compliance with all requirements imposed by, or pursuant to, the Regulations.

2) That the Recipient shall insert the following notification in all solicitations for bids for work or material subject to the Regulations made in connection with federal aid assisted programs, and in adapted form in all proposals for negotiated agreements:

“The George Washington Regional Commission, in accordance with Title VI of the Civil Rights Act of 1964 and 78 Stat. 252, 42 USC 2000d, et seq., and Title 49, Code of Federal Regulations hereby notifies all bidders that it will affirmatively ensure that any contract entered pursuant to this advertisement will afford minority business enterprises full opportunity to submit bids in response to this invitation, and will not discriminate on the grounds of race, color, sex or national origin in consideration for an award.”

3) That where the Recipient receives federal financial assistance to construct a facility, or part of a facility, the Assurance shall extend to the entire facility and facilities operated in connection therewith.

4) That where the Recipient received federal financial assistance in the form, or for the acquisition of real property, or an interest in real property, the Assurance shall extend rights to space on, over, or under such property.

5) That the Recipient shall include the appropriate clauses regarding a covenant running with the land, in any future deeds, leases, permits, licenses and similar agreements entered into by the Recipient with other parties: (a) for the subsequent transfer of real property acquired or improved under federal aid-assisted programs; and (b) for the construction or use of, or access to space on, over, or under real property acquired or improved under federal aid-assisted programs.

6) That this Assurance obligates the Recipient for the period during which federal financial assistance is extended to the program, or is in the form of personal property, or real property or interest therein or structures or improvements thereon, in which case the Assurance obligates the Recipient or any transferee for the longer of the following periods: (a) the period during which the property is used for a purpose for which the federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or (b) the period during which the Recipient retains ownership or possession of the property.
7) The Recipient shall provide for such methods of administration for the program, as are found by the official to whom s/he delegates specific authority, to give reasonable guarantee that it, other recipients, sub-grantees, contractors, subcontractors, transferees, successors in interest, and other participants of federal financial assistance under such program will comply with all requirements imposed or pursuant to the Act, the Regulations, and this Assurance.

8) The Recipient agrees that the United States has a right to seek judicial endorsement with regard to any matter arising under the Act, the Regulations, and this Assurance.

**THIS ASSURANCE** is given in consideration of, and for the purpose of obtaining, any and all federal grants, loans, contracts, property, discounts or other federal financial assistance extended after the date hereof to the Recipient and is binding on it, other recipients, contractors, subcontractors, transferees, successors in interest, and other participants in the Federal Aid Highway Program. The person or persons whose signatures appear below are authorized to sign this Assurance on behalf of the Recipient.

Refer to Appendix VI for the following adopted resolutions:

- FAMPO Resolution 12-14 – Recommending that the George Washington Regional Commission Adopt the Joint GWRC/FAMPO Title VI Nondiscrimination Plan
- GWRC Resolution 12-21 – Adoption of the Joint GWRC/FAMPO Title VI Nondiscrimination Plan
- FAMPO Resolution 12-16 - Adoption of the Joint GWRC/FAMPO Title VI Nondiscrimination Plan
ORGANIZATIONAL RESPONSIBILITIES

TITLE VI COORDINATOR

The GWRC Title VI Coordinator is generally responsible for overseeing compliance with applicable nondiscrimination authorities in each of the metropolitan transportation planning and programming areas. Other staff members are expected to provide data and technical support to assist this staff member perform his or her tasks.

RESPONSIBILITIES OF THE TITLE VI COORDINATOR

The Title VI Coordinator is responsible for supervising staff activities pertaining to nondiscrimination regulations and procedures set forth in federal guidance and in accordance with the GWRC Nondiscrimination Plan. In support of this, the Title VI Coordinator will:

- Identify, investigate, and work to eliminate discrimination when found to exist.

- Process discrimination complaints received by the GWRC/FAMPO. Any individual may exercise his or her right to file a complaint with the GWRC/FAMPO, if that person believes that he or she or any other program beneficiaries have been subjected to discrimination, in their receipt of benefits/services or on the grounds of race, color, national origin, sex, disability, age, or income status. The GWRC/FAMPO will make a concerted effort to resolve complaints in accordance with Discrimination Complaint Procedures.

- Meet with appropriate staff members to monitor and discuss progress, implementation, and compliance issues related to the GWRC Nondiscrimination Plan.

- Periodically review the GWRC Title VI Nondiscrimination Plan to assess whether administrative procedures are effective, staffing is appropriate, and adequate resources are available to ensure compliance.

- Work with staff involved with consultant contracts and the sub-recipient found to not be noncompliant, to resolve the deficiency status and write a remedial action if necessary, as described in the Consultant Contracts section of this document.
• Review important issues related to nondiscrimination with the Executive Director, as needed.

• Maintain a list of Interpretation Service Providers.

• Assess communication strategies and address additional language needs when needed.

• Disseminate information related to the nondiscrimination authorities. The GWRC Nondiscrimination Plan is to be disseminated to GWRC employees, contractors, the general public, and any of GWRC services.

• Coordinate with appropriate federal, state, and regional entities to periodically provide GWRC employees with training opportunities regarding nondiscrimination.

**ORGANIZATIONAL RESPONSIBILITIES**

The GWRC and FAMPO ensure compliance with all applicable nondiscrimination authorities and with regard to the following:

• Planning and Programming

• Communications and Public Participation

• Environmental Justice

• Consultant Contracts

• Education and Training

In addition to the responsibilities listed in this section, GWRC staff responsibilities may include reviewing and updating Title VI guidelines and procedures for the GWRC Nondiscrimination Plan, and incorporating Title VI-related language and provisions into GWRC documents, as appropriate.
PLANNING AND PROGRAMMING

As previously stated on page 5, the FAMPO, which is staffed by the GWRC, is the metropolitan planning organization for the Fredericksburg Region. FAMPO serves the City of Fredericksburg, Spotsylvania County and Stafford County and is responsible for developing long and short-range transportation plans and programs to provide efficient, comprehensive transportation services. FAMPO coordinates its planning and programming processes and with the Virginia Department of Transportation (VDOT), the Virginia Department of Rail and Public Transportation (DRPT), area transit providers, local governments as well as the FHWA and FTA.

GWRC staff is responsible for evaluating and monitoring compliance with applicable non-discrimination authorities in all aspects of the planning and programming processes which include:

- Ensuring that all aspects of FAMPO's planning and programming processes are in compliance with all of the Title VI Non-Discrimination Authorities.

- Develop and maintain a detailed demographic profile of the Region using the most current and suitable statistical information pertaining to race, nationality, income levels

- Make the demographic profile publicly available to member agencies via the FAMPO website or by hard copy, if requested.

- Continue that staff makes concerted, documented efforts to involve members of all of the Region’s social, economic and ethnic groups in the planning and programming processes.

ENVIRONMENTAL JUSTICE

Environmental Justice includes the identification and assessment of disproportionately high and adverse effects of programs, policies or activities on low-income and minority groups. Within the realm of transportation planning, Environmental Justice considers the distribution of costs and benefits from capital transportation investments and policies among various segments of society. GWRC/FAMPO staff is responsible for monitoring and evaluating all applicable nondiscrimination authorities, including Environmental Justice, in all aspects of its planning and programming which include:
• Prepare and maintain a demographic profile of the Region using the most current statistical information available on race, income and other relevant data.

• Ensure all aspects of the efforts to address Environmental Justice are in compliance with nondiscrimination authorities.

• Undertake an Environmental Justice analysis of proposed projects during Long-Range Transportation Plan Updates.

• Disseminate information to the public on the processes used and findings of any analyses.

The FAMPO Public Participation Plan includes Environmental Justice guidelines that outline outreach strategies for minority, low-income and LEP populations during the development and implementation of all FAMPO programs and planning efforts.

COMMUNICATIONS AND PUBLIC PARTICIPATION

Transportation systems can shape an area’s growth patterns, economic vitality and quality of life. The region’s transportation system provides for the mobility of people and goods, and influences patterns of growth and economic activity through accessibility to land. Furthermore, the performance of this system affects such public policy concerns as air quality, environmental resource consumption, social equity, “smart growth,” economic development, safety and security.

FAMPO is committed to reaching out to all members of the community for their input, and embraces the fact that all people and communities should receive equal protection under environmental, health, employment, housing, transportation and civil rights laws. As the agency responsible for coordinating the regional transportation planning process, FAMPO makes sure that all segments of the population are given the opportunity to become involved with the planning process. These groups are a rich source of ideas and can improve transportation not only for themselves, but also for the entire community. In order to improve opportunities to reach all segments of the population, greater outreach emphasis will be given to low income, minority, elderly, disabled, low literacy, limited English proficiency and non-English speaking individuals, and the organizations that advocate and/or provide services on their behalf.

FAMPO seeks public input through a variety of techniques, including public notices, workshops, public hearings, comment periods, website, email, surveys, media relations, and the use of committees and work groups, with citizen representatives as appointed. The specific public outreach techniques employed by
FAMPO will vary by the individual planning tasks. The FAMPO Public Participation Plan contains specific information and strategies regarding outreach and communications.

GWRC staff is responsible for evaluating and monitoring compliance with applicable non-discrimination authorities in all aspects of the public participation and process which include:

- Develop and dispense information on nondiscrimination and FAMPO programs to the public
- Assure that all public participation activities and communications adhere to applicable nondiscrimination authorities.
- Provide services, upon advance notice, for individuals with special needs such as deaf interpreters, translators and Braille documents for public meetings.
- Hold all events at locations that meet ADA Standards.
- Include the Nondiscrimination Notice to the Public (found in Appendix II) in relevant press releases and on the GWRC/FAMPO websites

**EDUCATION AND TRAINING**

In order to improve and maintain nondiscrimination compliance, all nondiscrimination training will be coordinated with FHWA and VDOT. Training will be made available to all GWRC staff on an ongoing basis. This will ensure that all staff members are up-to-date on all nondiscrimination statutes.

The Title VI Coordinator is responsible for overseeing the following activities regarding education and training:

- Maintain and updating of the GWRC/FAMPO Title VI Nondiscrimination Plan.
- Dissemination of information to staff regarding nondiscrimination training programs and opportunities.
• Follow and oversee staff participation in nondiscrimination training.

**CONSULTANT CONTRACTS**

The GWRC and FAMPO are responsible for selection, negotiation and administration of its consultant contracts under the provisions of the George Washington Regional Commission Procurement Policy as well as all applicable state and federal laws.

The Title VI Coordinator is responsible for evaluating and monitoring consultant contracts for compliance with nondiscrimination authorities to:

• Ensure inclusion of all applicable nondiscrimination language in contracts and requests for proposals (RFP’s).

• Review outreach activities to ensure small, disadvantaged, minority, women and disabled veteran businesses are not excluded to participate in opportunities to compete for consulting contracts.

• Review consultants for compliance as follows:

  • The Title VI Coordinator will ensure that consultants are monitoring and verifying compliance with all applicable nondiscrimination authorities, procedures and requirements within the workplace and in the conduct of grant-funded activities.

  • If a recipient or sub-recipient is found to not be in compliance with the nondiscrimination authorities, the Title VI Coordinator and appropriate staff members will work to resolve the deficiency and prepare a remedial action, if necessary.

**NONDISCRIMINATION CLAUSES**

The following nondiscrimination clauses shall be included in all GWRC/FAMPO Requests for Proposals and other solicitations for bid:
DBE – The George Washington Regional Commission, in accordance with Title VI of the Civil Rights Act of 1964 and 78 Stat. 252, 42 USC 2000 d – 42 and Title 49, Code of Federal Regulations, hereby notifies all bidders that it will affirmatively ensure that any contract entered pursuant to this advertisement will afford minority business enterprises full opportunity to submit bids in response to this invitation, and will not discriminate on the grounds of race, color, sex or national origin in consideration for an award.

The following nondiscrimination clauses are included in all GWRC contracts and subgrant agreements:


**DBE Assurance** – The contractor or subcontractor shall not discriminate on the basis of race, color, national origin, or sex in the performance of this contract. The contractor shall carry out applicable requirements of 49 CFR Part 26 in the award and administration of USDOT assisted contracts. Failure by the contractor to carry out these requirements is a material breach of this contract, which may result in the termination of this contract or such other remedy as the recipient deems appropriate.

**Nondiscrimination** – In accordance with Title VI of the Civil Rights Act, as amended, 42 U.S.C. § 2000d, section 303 of the Age Discrimination Act of 175, as amended, 42 U.S.C. § 6102, section 202 of the Americans with Disabilities Act of 1990, 42 U.S.C. § 12132, and all other provisions of Federal law, the Contractor agrees that it will not discriminate against any employee or applicant for employment because of race, color, creed, national origin, sex, age or disability. In addition, the Contractor agrees to comply with applicable Federal implementing regulations.

**Equal Employment Opportunity** – The following equal employment opportunity requirements apply to the underlying contract:

**Race, Color, Creed, National Origin, Sex** – In accordance with Title VII of the Civil Rights Act, as amended, 42 U.S.C. § 2000e, the Contractor agrees to comply with all applicable equal employment opportunity requirements of U.S. Department of Labor (U.S. DOL) regulations, “Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor,” 41 CFR Parts 60 et seq., (which implement Executive Order No. 11246, “Equal Employment Opportunity”, as amended by Executive Order No. 11375, “Amending Executive Order 11246 Relating to Equal Employment Opportunity,” as amended by Executive Order No. 11375, “Amending Executive Order 11246 Relating to Equal Employment Opportunity,” 42 U.S.C. § 2000e note), and with any applicable Federal Statutes, executive orders, regulations, and Federal policies that may in the future affect activities undertaken in the course of this Project. The Contractor agrees to take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their race, color, creed, national origin, sex, or age. Such action shall include, but not be limited to, the following:
employment, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation; and selection for training, including apprenticeship. In addition, the Contractor agrees to comply with any implementing requirements the funding federal agency may issue.

**AGE** – In accordance with section 4 of the Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. § 623 and other applicable law, the Contractor agrees to refrain from discrimination against present and prospective employees for reason of age. In addition, the Contractor agrees to comply with any implementing requirements the funding federal agency may issue.

**DISABILITIES** – In accordance with section 102 of the Americans with Disabilities Act, as amended, 42 U.S.C. § 12112, the Contractor agrees that it will comply with the requirements of U.S. Equal Employment Opportunity Commission, “Regulations to Implement the Equal Employment Provisions of the Americans with Disabilities Act”, 29 CFR Part 1630, pertaining to employment of persons with disabilities. In addition, the Contractor agrees to comply with any implementing requirements the funding federal agency may issue.

The Contractor also agrees to include these requirements in each subcontract financed in whole or in part with Federal Assistance, modified only if necessary to identify the affected parties.
DISCRIMINATION COMPLAINT PROCEDURES

Title VI of the Civil Rights Act of 1964 prohibits federal agencies and sub-recipients of federal funds from discriminating, on the basis of race, color or national origin, against participants or clients of programs that receive federal funding. Succeeding laws and Presidential Executive Orders added sex, age, income status and disability to the criteria for which discrimination is prohibited. As a sub-recipient of federal assistance, the GWRC and FAMPO has adopted a Discrimination Complaint Procedure as a part of its Nondiscrimination Plan to comply with Title VI and associated statutes.

PROCEDURES

1) Any individual, group of individuals, class or in connection with any disadvantaged business enterprise, has been subjected to discrimination prohibited by Title VI of the Civil Rights Act of 1964, as amended, or any nondiscrimination authority, may file a complaint with the GWRC or FAMPO. All complaints will be referred to the GWRC Title VI Coordinator for review and action. A formal complaint must be filed within 180 calendar days of the alleged occurrence or when the alleged discrimination became known to the complainant. The complaint must meet the following requirements:

a) The complaint shall be in writing and signed by the complainant(s).

b) The date of the alleged act of discrimination (date when the complainant(s) became aware of the alleged discrimination; or the date in which the conduct was discontinued or the latest instance of the conduct).

c) Submit a detailed description of the issues including names and job titles of the individuals perceived as parties in the incident.

d) Allegations received by fax or email will be acknowledged and processed, once the identity(ies) of the complainants(s) and the intent to proceed with the complaint have been established. In order to process the complaint, the complainant is required to mail a signed, original copy of the fax or email transmittal to the GWRC.

e) In the event that a person makes a verbal complaint (received by telephone or in person) of discrimination to an officer or employee of the recipient, the person shall be interviewed by the Title VI Coordinator. If necessary, the Title VI Coordinator will assist the person in putting the
Title VI Nondiscrimination Plan

complaint in writing and submit the written version of the complaint to the person for signature. The complaint shall then be handled in the usual manner.

2) In order for the complaint to be accepted, the complaint must meet the following criteria:

a) The complaint must be filed within 180 calendar days of the alleged occurrence or when the alleged discrimination became known to the complainant.

b) The allegation(s) must involve a covered basis such as race, color, natural origin, gender, disability, or retaliation.

c) The allegation(s) must involve a program or activity of a federal-aid recipient, sub-recipient, or contractor, or, in the case of ADA allegations, an entity open to the public.

3) Within 10 days, the GWRC Title VI Coordinator will acknowledge receipt of the allegation in writing, inform the complainant of action taken or proposed action to process the allegation, advise the respondent of their rights under Title VI and related statutes, and advise the complainant of other avenues of redress available, such as the Virginia Department of Transportation (VDOT) and the Federal Highway Administration (FHWA).

4) Within 10 days, a letter will be sent to the VDOT Central Office, Civil Rights Division, and a copy to the FHWA Virginia Division Office. This letter will list the names of the parties involved, the basis of the complaint, and the assigned investigator.

5) In the case of a complaint against the GWRC, a VDOT investigator will prepare a final investigative report and send it to the complainant, respondent (GWRC person listed), the GWRC Title VI Coordinator, and FHWA Virginia Division.

6) Generally, the following information will be included in every notification to the VDOT Office of Civil Rights:

a) Name, address, and phone number of the complainant.

b) Name(s) and address(es) of alleged discriminating official(s).
c) Basis of complaint (i.e., race, color, national origin, sex, age, disability, income status, limited English proficiency).

d) Date of alleged discriminatory act(s).

e) Date of complaint received by the recipient.

f) A statement of the complaint.

g) Other agencies (federal, state or local) where the complaint has been filed.

h) An explanation of the actions of the recipient has taken or proposed to resolve the issue raised in the complaint.

7) Within 60 days, the GWRC Title VI Coordinator will conduct and complete an investigation of the allegation and based on the information obtained, will render a recommendation for action in a report of findings to the Executive Director of the recipient of federal assistance. The complaint should be resolved by informal means whenever possible. Such informal attempts and their results will be summarized in the report of findings.

8) Within 90 days of receipt of the complaint, the GWRC Title VI Coordinator will notify the complainant in writing of the final decision reached, including the proposed disposition of the matter. The notification will advise the complainant of his/her appeal rights with the Virginia Department of Transportation or the Federal Highway Administration, if they are dissatisfied with the final decision rendered by the GWRC. The GWRC’s Title VI Coordinator will also provide the VDOT Civil Rights Central Office with a copy of the determination and report findings.

9) In the case a nondiscrimination complaint that was originated at the GWRC is turned over to and investigated by VDOT, FHWA or another agency, the GWRC Title VI Coordinator will monitor the investigation and notify the complainant of updates, in accordance with applicable regulations and VDOT policies and procedures.

10) In accordance with federal law, the GWRC will require that applicants of federal assistance notify the GWRC of any law suits filed against the applicant or sub-recipients of federal assistance or alleging
discrimination; and a statement as to whether the applicant has been found in noncompliance with any relevant civil rights requirements.

11) The GWRC will submit Title VI accomplishment reports to the VDOT Central Office, Civil Rights Division, in compliance with VDOT’s established processes.

12) The GWRC will collect demographic data on staff, committees, and program areas in accordance with 23 CFR, 49 CFR and VDOT’s established procedures and guidelines.

13) Pursuant to the Virginia Public Records Act (VPRA) § 42.1-76 et seq., the GWRC will retain Discrimination Complaint Forms and a log of all complaints filed with or investigated by the GWRC.

14) Records of complaints and related data will be made available by request in accordance with the Virginia Freedom of Information Act.
APPENDIX I: NOTICE TO THE PUBLIC

Per 49 CFR § 21.9(d), the GWRC and FAMPO shall provide the following statement to the public regarding their Title VI requirements and describe members of the public of the process against discrimination furnished to them by Title VI. This statement will be included into all publications that are distributed to the public, including the Long-Range Transportation Plan (LRTP), the Transportation Improvement Plan (TIP) and the Unified Planning Work Program (UPWP).

“The George Washington Regional Commission and the Fredericksburg Area Metropolitan Planning Organization fully comply with Title VI of the Civil Rights Act of 1964 and its related statutes and regulations in all programs and activities. For more information or to obtain a Discrimination Complaint Form, please visit www.gwregion.org or www.fampo gwregion.org or call (540)-373-2890. Para información en español, llame al (540)-373-2890.”
APPENDIX II: DISCRIMINATION COMPLAINT FORM

In order to process your complaint, the form must be completed in its entirety. Assistance is available upon request. Please complete the form and mail or deliver it to:

George Washington Regional Commission
Attn: Title VI Coordinator
406 Princess Anne St.
Fredericksburg, VA 22401

The GWRC Title VI Coordinator can be reached Monday-Friday from 8:00am to 4:30pm at (540)-373-2890 or by email at donley@gwregion.org.

Complainant’s Name: ________________________________

Street Address: __________________________________

City: __________________ State: ____________ Zip Code: ____________

Telephone # (Home): __________________ Business): ________________

Email Address: ________________________________

Person discriminated against (if other than the complainant)

Name: ________________________________

Street Address: __________________________________

City: __________________ State: ____________ Zip Code: ____________

Telephone # (Home): __________________

Name and address if the agency or department you believe discriminated against you.

Name: ________________________________

Street Address: ________________________________

City: __________________ State: ____________ Zip Code: ____________

Telephone #: __________________

Date of incident resulting in discrimination ____________________
Describe how you were discriminated against. What happened and who was responsible? If additional space is required, please attach an extra sheet to the form.

Does the complaint involve a specific individual(s) associated with the GWRC or FAMPO? If yes, please provide the name(s) of the individual(s), if known.

Where did the incident take place?

Where there any witnesses/ if so, please provide their contact information:

Name: ____________________________________________
Street Address: ______________________________________
City: ______ State: _______ Zip Code: ________
Telephone # (Home): ______________________

Name: ____________________________________________
Street Address: ______________________________________
City: ______ State: _______ Zip Code: ________
Telephone # (Home): ______________________
Did you file this complaint with another state, federal or local agency; or with a state or federal court?  □ Yes  □ No

If the answer to the previous question is yes, check each agency the complaint was filed with:

□ Federal Agency  □ Federal Court  □ State Agency
□ State Court  □ Local Agency  □ Other

Please provide the contact information for the agency you also filed the complaint:

Agency Name: ____________________________________________

Contact Person: ____________________________________________

Street Address: ____________________________________________

City: ___________________ State: ___________ Zip Code: __________

Telephone #: ___________________

Please sign and date the complaint for in the space below. Attach any documents you believe support your complaint.

_________________________  ________________
Complainant’s Signature  Signature Date
APPENDIX III: REGIONAL DEMOGRAPHIC PROFILE

GEORGE WASHINGTON REGION DEMOGRAPHIC PROFILE

The GWRC and Fredericksburg MPO weigh impacts that its programs may have on Title VI protected populations. Additionally, FAMPO evaluates areas that have a high concentration of Limited English Proficiency populations being served by the MPO in order to ensure that the materials are translated in the respected languages as needed.

To identify Title VI protected populations, GWRC and FAMPO staff have utilized data from the 2000 Census and the 2005-2009 American Community Survey on the county and census tract levels, and evaluated the following social characteristics: minority populations, low-income, persons with disabilities, older adults, and limited English speakers. This data was used to geographically illustrate traditionally underrepresented communities and to begin assessing the needs of, and analyzing potential impacts on Title VI protected populations, as well as assisting the process of outreach to Title VI protected populations.

What are the maps depicting?

Each of the maps illustrates a story. That story is where the minority populations live within the George Washington Region and Fredericksburg Metropolitan Planning Region. The FAMPO region is comprised of the City of Fredericksburg, and the Counties of Spotsylvania and Stafford. Additionally the GWRC Region includes the three aforementioned municipalities as well as the Counties of Caroline and King George.

AFRICAN AMERICAN POPULATION

The first set of maps and graphs to be analyzed depict the settlement patterns of African Americans within the five municipalities that comprise the FAMPO and GWRC regions. Persons with African American ancestry make up roughly 17.5% of the total regional population. Stafford has the lowest percentage of African Americans with higher proportions located near Hartwood, Glendie, and Berea in the south-central portion of the county along the US Route 17 corridor as well as the areas comprising of Aquia, southern Aquia Harbour, Garrisonville, Garrisonville Estates, and the Stafford Courthouse. Following Stafford County is Spotsylvania County a lower percentage residing in the census tract that comprises the Wilderness and Chancellorsville areas of the county. In contrast the single highest census tract is the one that wholly surrounds the Ni River Reservoir and the area of Chancellor that is south of Old Plank Road. King George County also has a relatively low African American population concentration throughout the county except for the northeastern most census tract which is heavily comprised of the Dahlgren, Hooes, and Owens communities. The City of Fredericksburg has higher proportions in the Mayfield neighborhood as well as the neighborhoods along Fall Hill to the west of Route 1 along Fall Hill and Cowan Avenues. Finally Caroline County has the highest percentage within the Region with a relatively high percentage uniformly distributed throughout the county. However the highest proportion resides in
and around the Dawn area of southern Caroline County near the Hanover County line. The following map illustrates the information that was previously mentioned about the African American population aggregations.

See map on the following page for details.
Asian American Population

The second set of maps being analyzed comprises data pertaining to the percentage of Asian Americans living within the Region. To the contrary of the data observed for African American populations; Asian Americans have a higher concentration in the more urbanized areas of the region. Stafford County has the highest percentage with a majority of the population living in the neighborhoods to the west of US Route 1. Neighborhoods and communities such as Aquia, Aquia Harbour, Berea, Glendie, Hartwood, Ramoth, and Stafford depict high concentrations of this demographic. One other area of the county that has seen relatively higher concentrations of Asian Americans is the southern area of the county closest to the City of Fredericksburg. This is comprised of the neighborhoods and communities of Dahlgren Junction, Falmouth, and McCarthy's Corner. Caroline County has the lowest with its highest concentration of Asian Americans living in and around the Bowling Green area in the central portion of the county. Next King George County has the second lowest overall population concentrations with its highest percentages of Asian Americans living near Berthaville, Chestnut Hill, Dahlgren, Edgehill, Hooes, King George Courthouse, and Owens. The City of Fredericksburg has its highest proportions living in the neighborhoods to the west of US Route 1 along Fall Hill Avenue and Cowan Boulevard as well as the areas of Confederate Ridge, Idlewild, and Maryes Heights. Finally Spotsylvania County where its highest population concentrations live in the Bellvue, Concord Heights, Courthouse, Leavells, Massaponax, and Sylvania Heights neighborhoods and communities. The following map illustrates the information that was previously mentioned about the Asian American population aggregations.

See the map on the following page for details.
Asian American Population Aggregations

Sources: American Community Survey: US Census Bureau, FAMPO
Created by: Daniel G. Reese, Regional Planner, FAMPO/GWRC

Percent of Population by Tract (2009)

- 0 - 1
- 1.1 - 2.5
- 2.51 - 4
- 4.1 - 5.5

Percent of Locality

- Caroline Co.: 0.41%
- King George Co.: 1.05%
- Fredericksburg City: 2.05%
- Region: 2.10%
- Spotsylvania Co.: 2.17%
- Stafford Co.: 2.61%

County Boundary

Map created by: [Map Creator]
The third set of maps being analyzed coincides where the percentages of the Hispanic/Latino demographics reside. Overall this population group is spread evenly throughout the Region. Stafford County takes the lead in this segment with a bulk of the population descending from Hispanic/Latino heritage living in the Aquia, Aquia Harbour, Berea, Courthouse, England Run, Falmouth, Garrisonville, Glendale, Hartwood, Ramoth, and Spring Valley neighborhoods and communities. King George County follows closely behind; however the bulk of its Hispanic/Latino population lives in the southeastern most segment of the county. This area is roughly bordered by US Route 301 to the west, Route 205 to the north, the Westmoreland County line to the east, and the Rappahannock River to the south. The communities and neighborhoods located in this area comprises of Edgehill, Gulvey, Jersey, Office Hall, and Shiloh. Spotsylvania County has the third highest concentrations with higher proportions in the Chancellor, Five Mile Fork, Leavells, and Massaponax neighborhoods. Caroline County has a relatively low proportion within its borders but the communities of Bowling Green, Corbin, Dawn, Port Royal, Ruther Glen, and Sparta have higher percentages of Hispanic/Latino population groups living within the area. Finally the City of Fredericksburg has higher proportions of this demographic group living in the westernmost area of the City and in the areas to the south of Route 3 and the west of US Route 1. The following map illustrates the information that was previously mentioned about the Hispanic/Latino population aggregations.

See the map on the following page for details.
Hispanic/Latino Population Aggregations

Sources: American Community Survey: US Census Bureau, FAMPO
Created by: Daniel G. Reese, Regional Planner, FAMPO/GWRC

Percent of Population by Tract (2009)

- 0 - 4
- 4.1 - 8
- 8.1 - 12
- 12.1 - 17.5

Stafford Co.
King George Co.
Spotsylvania Co.
Caroline Co.
Fredericksburg City
Region
King George Co.
Stafford Co.

Fredericksburg City: 3.15%
Caroline Co.: 3.55%
Spotsylvania Co.: 6.36%
Region: 6.62%
King George Co.: 7.73%
Stafford Co.: 7.97%
LOW-INCOME POPULATION

The fourth set of maps being analyzed are those depicting the distribution of the Low-Income population group in the Region. The total overall regional percentage of residents that make up this population group is relatively low and disproportionately affects the rural and urban areas as compared to the suburban areas. The City of Fredericksburg has the highest levels of poverty with residents of the Confederate Ridge, Mayfield, and Maryes Heights neighborhoods being predominately affected as well as the neighborhoods to the west of US Route 1 along Fall Hill Avenue and Cowan Boulevard. Following the city is Caroline County with a high proportion of its west central residents having low incomes. This area stretches from Woodford to the Ladysmith areas of the County. Other areas that have higher low income percentages include the communities of Bowling Green, Corbin, Dawn, Port Royal, and Ruther Glen. The southernmost portion of Spotsylvania County near Chewings Corner and Partlow has the highest percentages within this locality. King George County has a relative low level of inhabitants having low-incomes with the communities of Fairview Beach and Sealston having the highest percentage. Finally Stafford County has the lowest aggregations of people with low-incomes, however the Chatham area and points east along Route 218 have higher than average proportions of low-income residents along with the communities and neighborhoods to the north and west of Hartwood along the US Route 17 Corridor. The following map illustrates the information that was previously mentioned about the Low Income population aggregations.

See the map on the following page for details.
Low-Income Population Aggregations

Sources: Census 2000; US Census Bureau, FAMPO
Created by: Daniel G. Reese, Regional Planner, FAMPO/GWRC

Percent of Population by Tract (2000)

- 0 - 3
- 3.1 - 6
- 6.1 - 9
- 9.1 - 22

Percent of Locality

- Stafford Co.: 4.03%
- King George Co.: 6.05%
- Region: 6.35%
- Spotsylvania Co.: 7.08%
- Caroline Co.: 8.02%
- Fredericksburg City: 13.38%
DISABLED POPULATION

The fifth set of maps being analyzed are those depicting the distribution of the Disabled population group in the Region. Caroline County has the highest percentage of disabled persons. In every census tract of the county there is at least 15.1% of the population having some form of disability. The communities and neighborhoods that have the highest percentages include Bowling Green, Corbin, Port Royal, and Sparta. The City of Fredericksburg came in second with the neighborhoods of Mayfield as well as those to the west of US Route 1 having the highest proportions. King George County was next with the neighborhoods and communities of Fairview Beach, Jersey, King George, Gulvey, Sealston, and Shiloh sharing the highest concentrations of disabled residents. Spotsylvania County came next with a majority of its population having some form of disability. The southernmost portion of the county which comprises of the Chewings Corners, Gatewood, Partlow, Post Oak, and Snell neighborhoods has the highest concentration with the remaining portions of the county having an equally distributed proportion. Finally Stafford County has the lowest percentage of all the Regions localities with the neighborhoods of Aquia, Brooke, Courthouse, Hartwood, Leeland, and Ramoth having the highest figures. The following map illustrates the information that was previously mentioned about the Disabled population aggregations.

See the map on the following page for details.
Disabled Population Aged 5 Years and Older Aggregations

Sources: Census 2000; US Census Bureau, FAMPO
Created by: Daniel G. Reese, Regional Planner, FAMPO/GWRC

Percent of Population by Tract (2000)

- 0 - 9
- 9.1 - 15
- 15.1 - 22
- 22.1 - 28.5

Percent of Locality

- Stafford Co. 12.55%
- Region 15.83%
- Spotsylvania Co. 16.32%
- King George Co. 18.11%
- Fredericksburg City 19.70%
- Caroline Co. 21.92%
OLDER ADULT POPULATION

The sixth set of maps to be analyzed depict where Older Adults live within the Region. The City of Fredericksburg has the highest percentage of Older Adults with many residents of this demographic living in the historic Downtown and Maryes Heights neighborhoods as well as those surrounding the Mary Washington Hospital Complex and Mayfield to the southeast. Caroline County comes in second with a high percentage living around the Bowling Green area of the county. The rest of Caroline County has a relatively uniform distribution of older adults. King George County is next with high percentages living near King George and the westernmost communities in the county including Fairview Beach and Sealston. Spotsylvania County follows with the communities of Chancellorsville, Chewings Corner, and Partlow having the highest percentages within the county. Finally Stafford County comes up last with the lowest proportion of Older Adults living within the locality. The southeastern most communities and neighborhoods such as Argyle Heights, Brooke, Chatham, and McCarthy’s Corner have the highest proportions of Older Adults. The following map illustrates the information that was previously mentioned about the Older Adult population aggregations.

See the map on following page for details.
Older Adult Population Aggregations

Percent of Population by Tract (2000)

- 0 - 5
- 5.1 - 10
- 10.1 - 15
- 15.1 - 21

Sources: Census 2000; US Census Bureau, FAMPO
Created by: Daniel G. Reese, Regional Planner, FAMPO/GWRC
Limited English Proficiency Population

The seventh and final sets of maps to be analyzed are those depicting the level of English Proficiency in the Region. The City of Fredericksburg has the highest percentage of Limited English speakers within the region. The neighborhoods that have the highest proportions are those west of Route 1 and along Fall Hill Avenue as well as Cowan Boulevard. The Mayfield neighborhood also has a higher percentage of limited English speakers. Stafford County came next with Aquia, Aquia Harbour, Falmouth, Garrisonville, Glendie, Hartwood, and Leeland having the highest percentages of limited English speakers. Spotsylvania County follows with the neighborhoods of Chancellor, Hamilton’s Crossing, Leavells, and Massaponax with the highest amounts as compared to Partlow which has the lowest figure. The northeastern half of Caroline County has the highest proportion of limited English speakers including neighborhoods and communities like Corbin, Bowling Green, Sparta, and Port Royal. Finally King George County has the lowest proportion of limited English speakers with the majority of them living in the southeastern most corner of the county east of US Route 301 and South of Route 205 comprising the communities of Gulvey and Shiloh. The following map illustrates the information that was previously mentioned about the Limited English Proficiency population aggregations.

See the map on following the page for details.
Limited English Proficiency Population Aggregations

Sources: Census 2000; US Census Bureau, FAMPO
Created by: Daniel G. Reese, Regional Planner, FAMPO/GWRC

Percent of Population by Tract (2005-2009 ACS)

- 0 - 1.5
- 1.51 - 3.5
- 3.41 - 6.25
- 6.251 - 10.5

Percent of Locality

- King George Co.: 1.07%
- Caroline Co.: 1.57%
- Region: 3.38%
- Spotsylvania Co.: 3.48%
- Stafford Co.: 3.74%
- Fredericksburg City: 5.40%
APPENDIX IV: ASSESSING SOCIOECONOMIC IMPACTS IN
THE TRANSPORTATION PLANNING PROGRAM

Section under Development
APPENDIX V: SIGNED POLICY STATEMENT AND ASSURANCES

GEORGE WASHINGTON REGIONAL COMMISSION & FREDERICKSBURG AREA METROPOLITAN PLANNING ORGANIZATION
TITLE VI NONDISCRIMINATION PLAN

POLICY STATEMENT

As sub-recipients of Federal funds, the GWRC and FAMPO are committed to assuring that no person shall, on the grounds of race, color, national origin, or sex, as provided by Title VI of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987 (PL 100-259), be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination under any program or activity. The GWRC and FAMPO further assure that every effort will be made to ensure nondiscrimination in all of their programs and activities whether those programs and activities are federally funded or not. In the event that the GWRC or FAMPO distribute federal-aid funds to another governmental entity, Title VI language will be included in all written agreements and will be monitored for compliance. The GWRC Title VI Coordinator is responsible for initiating and monitoring Title VI activities, overseeing the preparation of required reports and overseeing other GWRC responsibilities as required by Title 23 Code of Federal Regulations (CFR) part 200 and Title 49 CFR part 21.

The GWRC Executive Director is responsible for ensuring implementation of the organization's Nondiscrimination Plan. The Title VI Coordinator, under supervision of the Executive Director, is responsible for coordinating the overall administration of the Nondiscrimination Plan and assurances. The authorities that provide guidance on Title VI and related nondiscrimination laws, regulations, and executive orders can be found in the "Title VI and Other Nondiscrimination Authorities" section of this document.

This plan was developed to document the efforts the GWRC and FAMPO undertake on a continual basis to ensure compliance with Title VI and related statutes regarding nondiscrimination and Environmental Justice.

TITLE VI ASSURANCES

The George Washington Regional Commission ("Recipient"), HEREBY AGREES THAT as a condition to receiving any federal financial assistance, it will comply with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 USC 2000d, et seq. ("Act"), and all requirements imposed by or pursuant to Title 49, Code of Federal Regulations and other pertinent directives, to the end that in accordance with the Act, Regulations, and other pertinent directives, no person in the United States shall, on the grounds of race, color, sex, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the Recipient receives federal assistance.
Title VI Nondiscrimination Plan

financial assistance, and HEREBY GIVES ASSURANCE THAT it will promptly take any measures necessary to effectuate this agreement.

More specifically and without limiting the above general assurance, the Recipient hereby gives the following specific assurances regarding its federal aid assisted programs:

1) That the Recipient agrees that each "program" and each "facility", as defined in the Regulations, will be (with regard to a "program") conducted or will be (with regard to a "facility") operated in compliance with all requirements imposed by, or pursuant to, the Regulations.

2) That the Recipient shall insert the following notification in all solicitations for bids for work or material subject to the Regulations made in connection with federal aid assisted programs, and in adapted form in all proposals for negotiated agreements:

"The George Washington Regional Commission, in accordance with Title VI of the Civil Rights Act of 1964 and 78 Stat. 255, 42 USC 2000d, et seq., and Title 49, Code of Federal Regulations hereby notifies all bidders that it will affirmatively ensure that any contract entered pursuant to this advertisement will afford minority business enterprises full opportunity to submit bids in response to this invitation, and will not discriminate on the grounds of race, color, sex or national origin in consideration for an award."

3) That where the Recipient receives federal financial assistance to construct a facility, or part of a facility, the Assurance shall extend to the entire facility and facilities operated in connection therewith.

4) That where the Recipient received federal financial assistance in the form, or for the acquisition of real property, or an interest in real property, the Assurance shall extend rights to space on, over, or under such property.

5) That the Recipient shall include the appropriate clauses regarding a covenant running with the land, in any future deeds, leases, permits, licenses and similar agreements entered into by the Recipient with other parties: (a) for the subsequent transfer of real property acquired or improved under federal aid-assisted programs; and (b) for the construction or use of, or access to space on, over, or under real property acquired or improved under federal aid-assisted programs.

6) That this Assurance obligates the Recipient for the period during which federal financial assistance is extended to the program, or is in the form of personal property, or real property or interest therein or structures or improvements therein, in which case the Assurance obligates the Recipient or any transferee for the longer of the following periods: (a) the period during which the property is used for a purpose for which the federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or (b) the period during which the Recipient retains ownership or possession of the property.
7) The Recipient shall provide for such methods of administration for the program, as are found by the official to whom s/he delegates specific authority, to give reasonable guarantee that it, other recipients, sub-grantees, contractors, subcontractors, transferees, successors in interest, and other participants of federal financial assistance under such program will comply with all requirements imposed or pursuant to the Act, the Regulations, and this Assurance.

8) The Recipient agrees that the United States has a right to seek judicial endorsement with regard to any matter arising under the Act, the Regulations, and this Assurance.

THIS ASSURANCE is given in consideration of, and for the purpose of obtaining, any and all federal grants, loans, contracts, property, discounts or other federal financial assistance extended after the date hereof to the Recipient and is binding on it, other recipients, contractors, subcontractors, transferees, successors in interest, and other participants in the Federal Aid Highway Program. The person or persons whose signatures appear below are authorized to sign this Assurance on behalf of the Recipient.

[Signature]

GWRC Executive Director

[Date]

Date
APPENDIX VI: SIGNED RESOLUTIONS

FREDERICKSBURG AREA METROPOLITAN PLANNING ORGANIZATION (FAMPO)

Fredericksburg City
Spotsylvania County
Stafford County

Paul Milde
Chairperson

Lloyd Robinson
FAMPO Administrator

FAMPO RESOLUTION 12-14

A RESOLUTION OF THE FREDERICKSBURG AREA METROPOLITAN PLANNING ORGANIZATION RECOMMENDING THAT THE GEORGE WASHINGTON REGIONAL COMMISSION ADOPT THE JOINT GWRC/FAMPO TITLE VI NONDISCRIMINATION PLAN

WHEREAS, the Fredericksburg Area Metropolitan Planning Organization (FAMPO) has the responsibilities under the provisions of the Federal Aid Highway Act of 1962 and the Urban Mass Transportation Act of 1964, as amended, for developing and carrying out a comprehensive, continuing and coordinated transportation planning process in the Fredericksburg Urbanized Area, and

WHEREAS, Title VI of the 1964 Civil Rights Act “declares it to be the policy of the United States that discrimination on the ground of race, color, or national origin shall not occur in connection with programs and activities receiving federal financial assistance and authorizes and directs the appropriate federal departments and agencies to take action to carry out this policy.”, and

WHEREAS, FAMPO underwent a Federal Certification Review in 2010 and there were several recommendations and corrective actions issued by the Federal Team, and

WHEREAS, during the Federal Certification Review one of the Corrective Actions required FAMPO to develop a Title VI Nondiscrimination Plan, and

WHEREAS, the George Washington Regional Commission (GWRC) acts as the fiscal and staffing agent for the Fredericksburg Area Metropolitan Planning Organization, and

WHEREAS, as sub recipients of federal funds, the GWRC and FAMPO must fully comply with all aspects of Title VI, and

WHEREAS, GWRC staff has worked with VDOT, FHWA and the FAMPO Technical Committee to develop the appended Title VI Nondiscrimination Plan.
NOW THEREFORE BE IT RESOLVED BY THE FREDERICKSBURG AREA METROPOLITAN PLANNING ORGANIZATION RECOMMENDS THAT THE GEORGE WASHINGTON REGIONAL COMMISSION ADOPT THE APPENDED TITLE VI NONDISCRIMINATION PLAN AT ITS REGULARLY SCHEDULED MEETING IN MAY OF 2012.

Adopted by the FAMPO Policy Committee at its meeting on April 16, 2012.

FAMPO Resolution 12-14

Chairman
Fredericksburg Area Metropolitan Planning Organization

Date: 4/16/12
RESOLUTION NO. 12-21

ADOPTION OF THE JOINT GWRC/FAMPO TITLE VI NONDISCRIMINATION PLAN

WHEREAS, the George Washington Regional Commission (GWRC) acts as the fiscal and staffing agent for the Fredericksburg Area Metropolitan Planning Organization, and

WHEREAS, the Fredericksburg Area Metropolitan Planning Organization (FAMPO) has the responsibilities under the provisions of the Federal Aid Highway Act of 1962 and the Urban Mass Transportation Act of 1964, as amended, for developing and carrying out a comprehensive, continuing and coordinated transportation planning process in the Fredericksburg Urbanized Area, and

WHEREAS, Title VI of the 1964 Civil Rights Act “declares it to be the policy of the United States that discrimination on the grounds of race, color, or national origin shall not occur in connection with programs and activities receiving federal financial assistance and authorizes and directs the appropriate federal departments and agencies to take action to carry out this policy.”; and

WHEREAS, as sub recipients of federal funds, the GWRC and FAMPO must fully comply with all aspects of Title VI, and

WHEREAS, FAMPO underwent a Federal Certification Review in 2010 and there were several recommendations and corrective actions issued by the Federal Team, and

WHEREAS, during the Federal Certification Review one of the Corrective Actions required FAMPO to develop a Title VI Nondiscrimination Plan, and

WHEREAS, a 30 day public comment period as well as a public hearing have been held.

NOW THEREFORE BE IT RESOLVED by the George Washington Regional Commission that the Joint GWRC and FAMPO Title VI Nondiscrimination Plan is hereby adopted.

Adopted by the George Washington Regional Commission at its duly called meeting of May 21, 2012 in the City of Fredericksburg, Virginia, a quorum being present.

Joseph W. Grzeika Secretary

May 21, 2012
FREDERICKSBURG AREA METROPOLITAN PLANNING ORGANIZATION (FAMPO)

Fredericksburg City
Spotsylvania County
Stafford County

Paul Milde
Chairperson

Lloyd Robinson
FAMPO Administrator

FAMPO RESOLUTION 12-16

A RESOLUTION OF THE FREDERICKSBURG AREA METROPOLITAN PLANNING ORGANIZATION ADOPTING THE JOINT GWRC/FAMPO TITLE VI NONDISCRIMINATION PLAN

WHEREAS, the Fredericksburg Area Metropolitan Planning Organization (FAMPO) has the responsibilities under the provisions of the Federal Aid Highway Act of 1962 and the Urban Mass Transportation Act of 1964, as amended, for developing and carrying out a comprehensive, continuing and coordinated transportation planning process in the Fredericksburg Urbanized Area, and

WHEREAS, the George Washington Regional Commission (GWRC) acts as the fiscal and staffing agent for the Fredericksburg Area Metropolitan Planning Organization, and

WHEREAS, Title VI of the 1964 Civil Rights Act “declares it to be the policy of the United States that discrimination on the ground of race, color, or national origin shall not occur in connection with programs and activities receiving federal financial assistance and authorizes and directs the appropriate federal departments and agencies to take action to carry out this policy.”; and

WHEREAS, as sub-recipients of federal funds, the GWRC and FAMPO must fully comply with all aspects of Title VI, and

WHEREAS, FAMPO underwent a Federal Certification Review in 2010 and there were several recommendations and corrective actions issued by the Federal Team, and

WHEREAS, during the Federal Certification Review one of the Corrective Actions required FAMPO to develop a Title VI Nondiscrimination Plan, and

WHEREAS, a 30 day public comment period as well as a public hearing have been held.
NOW THEREFORE BE IT RESOLVED BY THE FREDERICKSBURG AREA METROPOLITAN PLANNING ORGANIZATION THAT THE JOINT GWRC AND FAMPO TITLE VI NONDISCRIMINATION PLAN IS HEREBY ADOPTED.

Adopted by the FAMPO Policy Committee at its meeting on May 21, 2012.

Chairman
Fredericksburg Area Metropolitan Planning Organization
Date: 5/21/12

FAMPO Resolution 12-16